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HISTORY OF POSITION OF AREA ADJUSTMENT ADVISER

NORTH CENTRAL AREA

By

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Area Adjustment Adviser

Community adjustment of Japanese Americans in the State of Illinois actually began on April 17, 1942. On that date, the Illinois Public Aid Commission received a telegram from the West Coast W.C.C.A. requesting an investigation of employment and housing plans of a Nisei girl in one of the assembly centers. This wire included a request to "ascertain community sentiment concerning the relocation of Japanese American evacuees." This particular part of the request was somewhat staggering, as making a survey of opinion on any subject in a community of three and a half million people would be an ambitious undertaking.

In connection with that first case, the Illinois Public Aid Commission pioneered in procedure which later became standard W.R.A. policy. After discussion with the policy making members of Illinois Public Aid Commission staff and a check with the Regional Director of Public assistance of the Social Security Board concerning the possibility of federal service for evacuees, it was decided that Miss Prudence Ross, head of the Commission's department of Certification and Service, would take responsibility for handling this and other similar requests which might be expected. Miss Ross was later employed by the W.R.A. when the first field office east of the Mississippi was opened in Chicago on January 4, 1943. She later became the Area Adjustment Adviser when that position was created and finally

was the Area Supervisor from July 1944 to the conclusion of the program.

In the handling of the first request, the following steps were taken:

- I. The Family Welfare Agency (United Charities) was consulted and offered to provide case work service if this should be indicated.
- II. The prospective employer was seen, and proved to be a member of a Y.W.C.A. committee, which was interesting itself in the plight of the evacuees.
- III. This led to a contact with the Y.W.C.A., which in turn referred us to
- IV. The American Friends Service Committee, an agency also concerned with the welfare of the evacuees.
- V. The chairman of the Chicago Refugee Committee was consulted and made helpful suggestions based on experience with Jewish refugees.
- VI. The Mayor's Office was visited and we were referred to the Corporation Counsel.
- VII. The Corporation Counsel saw no objections and suggested consultation with the Cook County Sheriff, who
- VIII. also saw no objection and agreed to see that "law and order were maintained." He saw no danger of community disturbance, after learning that the young woman would be employed as a domestic, living in the home of her employer.

After all information had been gathered and it was evident that

employment, housing and friendly supervision were available, along with case work and other agency services if needed, a wire was sent approving the relocation of this first evacuee.

A total of 17 such requests were received before the W.R.A. opened the Chicago Area office, 15 of these concerned relocation in Chicago, one in a southern Illinois county and one in Rockford, where there was a company of Nisei soldiers at Camp Grant. In all but one instance, relocation was approved; the one disapproved was a request for foster home care for two children in southern Illinois and no practical plan could be worked out.

During May several meetings of the interested agencies and individuals were held, and a plan developed whereby the Y.W.C.A. and American Friends Service Committee agreed to assist in finding employment, the Illinois Public Aid Commission took responsibility for approving relocation and verifying the evacuee relocation plan and the Secretary of the American Friends Service Committee took responsibility for leadership and direction of the advisory committee which was formed in June.

During the summer of 1942, the director of the W.R.A. division of employment, Mr. Thomas Holland, visited the Middle West and made a survey of employment possibilities in the States of Illinois, Wisconsin, Indiana, and Minnesota and reported that he felt that several thousand evacuees could be resettled in the Area, if careful preliminary work were done in communities. During this period, requests for relocation of students were given priority over those of other groups. Eligibility for indefinite leave from a relocation center

at this time was approved only for

1. American citizens by birth.
2. Persons who had not visited Japan at any time.
3. Students able to finance themselves during enrollment in school or college.
4. Those whose loyalty had never been questioned.

Other visitors during the summer of 1942 were: Miss Annie Clow Watson-Y.W.C.A., Mr. Mike Masaoka - J.A.C.L., Mr. George Rundquist of the Federal Council of Churches.

Mr. Holland met with the advisory committee which was expanded to include some thirty or forty individuals several times during the summer of 1942, and in November announced to the committee that the W.R.A. would open an office in Chicago in January to be staffed by one officer and a secretary; to handle correspondence concerning individuals desiring to relocate, to set up a clearing house of information for the various agencies and committees in the nearby states and to file indefinite leave notices and other documents.

This job, "with no blueprints, no rules and regulations" was offered to Prudence Ross, who accepted it because she had become intensely interested in the problems of evacuees. She agreed to report on January 7. By January 7, the plans had expanded and it was decided to assign a considerable staff to the job of preparing communities and assisting evacuees and she became one of the staff under the direction, first of H. Rex Lee, who was detailed to assist in setting up the office, and later, under Elmer Shirrell, the first Area Supervisor. Because of her social work experience and Chicago contacts, Miss Ross

assisted Mr. Lee and Mr. Shirrell in making contacts with local agencies and individuals.

Relocation began with quite a rush; during the first week when the office was merely a big bare room in a building housing many war agencies, with one desk and several telephones standing on window sills, a party of about ten young Nisei men arrived from one of the relocation centers under the leadership of a member of the American Friends Service Committee. Plans for their employment and housing had been made in advance by the Friends, but broke down after their arrival. We were fortunate in being able to place all of them in employment as a result of some hasty telephone calls and housing was arranged at the Bethany Biblical Seminary.

It was inevitable that some social problems would develop among the resettlers, the first on record was the case of a Nisei soldier's wife who was found to be an advanced T.B. case. She was referred to the Illinois Public Aid Commission for financial assistance under the federally financed Social Security Board program for the "relief of persons in distress because of restrictive action of the Federal government." She was admitted to Winfield Sanatorium, where the cost of her care was paid from this fund for many months, until she was discharged as "arrested".

Miss Ross was asked to handle such cases and to carry on all contacts with social agencies. A great number of agencies were helpful either on individual cases or in planning general policies. Among these, Mr. Joel Hunter and Miss Josephine Hanford of the United Charities, Mr. Wilfred Reynolds of the Council of Social Agencies,

Miss Virginia Franck of the Jewish Welfare Association, Miss Martha Phillips of Social Security Board, Miss Helen Bull and other members of the Y.W.C.A. staff, several of the staff of the Chicago Church Federation, Mr. Carl Schmidt of the Illinois Public Aid Commission, the staff of the Travelers Aid and the members of the American Friends Service Committee were among the earliest and best friends of the resettlers.

During the first six months of 1943, advisory committees were also active in Madison, Minneapolis, and St. Paul, and a great many individuals offered assistance to resettlers. Several members of the faculty of the University of Chicago, Northwestern University, University of Minnesota, and University of Wisconsin became interested and through churches, civic clubs or other groups, created a good deal of friendly sentiment. It is hard to realize now that in 1943 there was great apprehension and almost total ignorance on the part of the general public concerning Japanese Americans.

During the first 18 months of the program, there was little distinction between the Chicago district and the Area headquarters offices and staff, and no very clear assignment of responsibility among the different staff members.

There was such strong prejudice against social workers on the part of Washington office staff that in the early days, it was not possible to persuade the administration that counselling or vocational guidance was needed by the resettlers. The disorientation and confusion from which many of them suffered was not considered to require any special attention on the part of W.R.A. unless the indi-

vidual was obviously disturbed mentally. The resettlers confusion was increased by the lack of clear assignment of responsibility among Chicago District staff members, which resulted in many resettlers being interviewed by several staff members concerning different phases of his overall problem.

Referrals to social agencies were few, some referrals for public assistance under the Social Security fund were made, and adequately handled. An increasing awareness of the effect of evacuation and life in relocation centers on individual evacuees, and recognition of the need for skilled leadership in developing community organization and committee activity finally resulted in the assignment to each area staff of a person with social work experience and qualifications. The position was called "Community Adjustment Adviser" and recognition of the need for such service and the specifications for the job resulted to a considerable extent from our Chicago experience and suggestions.

One of the methods used by the first Area Supervisor for training staff and building morale was to hold staff meetings on Saturday afternoons. Often Washington staff members or other interested individuals were asked to participate and Area staff members were asked to prepare papers or lead discussions.

During this period, Miss Ross wrote and presented to the staff her ideas on the use of lay committees, prepared for the use of staff an outline of interviewing procedures and an outline of the functions of the Community Adjustment Adviser as she conceived the job. Copies of these documents are attached to this report.

During this early period in the districts outside Chicago, the

need for referral to social agencies or other social treatment was apparent in only a few instances. Such cases were usually referred by the relocation officer to a member of the local committee or to the state agency handling the Social Security fund.

Quite early in 1943, the problem of assisting in the relocation of unattached minors became urgent in Chicago, Wisconsin and Minnesota. Through correspondence and personal contacts and with the assistance of the regional representatives of the United States Children's Bureau and the Social Security Board arrangements were made for relocation of minors in work homes or foster homes. In this connection, it was necessary to comply with the child welfare laws of each state, and in Wisconsin and Minnesota, a formal agreement to take responsibility for the child's support in case of need was required by the State agency and signed by the Director.

In Minnesota, where a number of minors wished to relocate, a great many conferences between state and local agencies, committee members, Social Security and W.R.A. staff were required in working out plans for care and supervision of these children.

The Minnesota State Department of Public Welfare was apprehensive lest minors should become dependant and the Federal government not be willing to take responsibility. The Chief of the Relocation Division on one occasion met with representatives of the Minnesota Department of Public Welfare in an effort to reassure the department and make this type of relocation possible. In July 28, 1944 the W.R.A. issued regulations governing the care and relocation of minors in Administrative Notice #130.

In August 1944 more than fifty such children arrived in Chicago, often without the preliminary notice from the center, which was required by official procedure. This caused some hardship to the children and made it difficult for W.R.A. staff in the area to keep the respect and secure the cooperation of local and state agencies. W.R.A. was felt to have violated the policies and procedures which have been developed through many years for the protection of children and minors. In each instance however, the local agencies did take responsibility for supervision and care of these children, even though they were not given time to plan the placement before the young evacuee arrived in the community.

A problem which arose early in Chicago was the policy of the Chicago School board to regard evacuee children coming to the city without their parents as non-residents and, therefore, subject to the payment of tuition of about \$260 per year. After fruitless attempts on the part of Miss Ross and Mr. Shirrell to discuss this matter with the Superintendents of Schools, it was taken up by a number of interested agencies, Civil Liberties Union, the Teachers Local and members of the advisory committee, and finally the School Board agreed to consider each application for waiver of tuition on its merits and a number of applications were approved.

The Y.W.C.A., which pioneered in creating interest and acceptance for evacuees, was also of great assistance in Chicago in sponsoring social gatherings, providing expert case work service to Nisei girls and also in securing job offers and making placements.

The early relocatees in most instances were either students or Nisei who were readily accepted by industry. Later, as the exclusion order was revoked and the closing of the centers was announced, this group was found to be quite well integrated into the various communities. More emphasis on family reunion planning naturally followed. The official regulations governing the Family Reunion program were issued. Often the members of families remaining in the centers included minors and other relatives who were unemployable either because of age or physical conditions. This presented a potential social problem and it was evident that if the family reunion planning program was to enjoy a measure of success, it would need the acceptance of various public and private agencies in the communities where the initial evacuees had relocated. It was expected that family welfare counseling would be needed and that these agencies would be able to give this service.

The Area Supervisor and the Area Adjustment Adviser then visited each state in the North Central Area. In instances where relocation was heavy in more than one county in the same state as many contacts within the state as seemed necessary were made. The private and public agency heads were seen as well as resettlers committees, leading citizens and other interested individuals. On the whole, it appeared that family reunions could be arranged satisfactorily. This was a time consuming effort with intangible, but nevertheless, very real results as reunions were satisfactorily completed in large numbers. Due to the fact that the organization of social work and other community services in Chicago was very complex, the

addition of a relocation officer with a social work background to the Chicago staff was essential. This resulted in more expeditious handling of welfare referrals, the number of which increased as the resettler population increased. This officer determined which agency was the logical one to accept each case and secured the agency's acceptance over the phone before actually referring the individual elsewhere. Another important contribution made by this officer was the interpretation to the evacuee of the reason for the referral and the function of the agency to which he was being referred. Confirmation letters containing pertinent information followed.

Although Chicago was the only District in this area to which a social worker was assigned, a similar policy of handling referrals was established in the other districts by the Area Adjustment Adviser. Frequent follow-up contacts with these outlying agencies were aimed to keep them informed of changes in relocation procedure. It was felt that in this way, situations arising with which they were unacquainted were kept at a minimum.

An advisory committee appointed by the Area Supervisor, following a series of meetings called by the Council of Social Agencies in Chicago to discuss family reunion planning, assisted in the early part of the program in determining the agencies responsibilities in regard to evacuees. This committee was composed of representatives of the agencies felt most likely to be called upon for service. Those represented were: Aid to Dependent Childrens Division of the Illinois Public Aid Commission, Illinois Childrens Home and Aid Society, Joint Service Bureau, Family Welfare Division of the Council

of Social Agencies, Family Service Division of the United Charities, and Salvation Army. A final phase of this program, the creation of a Coordinating Committee for Services to Resettlers sponsored by the Council of Social Agencies is described in the report of the Chicago Relocation Officer.

Plans for family reunions were handled on an individual basis. In districts where it was practical, each resettler was called in for an interview to determine what plans were under way for the relocation of family members still in the Center. At the same time the services of W.R.A. were offered and where indicated, referrals to family agencies were suggested and occasionally made. In the larger districts, each person was questioned regarding the plans of the family. This helped to make the entire group conscious of the center closings and the necessity of family reunion planning. Special work was done on cases where individuals appeared to have or professed to have little interest in family reunion. For the most part family reunions were planned and carried out by the resettlers themselves with some assistance from W.R.A.

In this connection, many specific requests for investigations were received from the centers, both regarding family reunions and for the purpose of determining a family's eligibility for a grant for furniture. Radical changes were made in W.R.A. policies governing Resettlement Assistance after the original policy had been thoroughly discussed and adopted by all state welfare agencies in the Area. Much confusion was caused by the changes. The original policy permitting state and county agencies to determine eligibility and the amount of assistance needed by individual families could have been administered satisfactorily

had the program been left to local agencies and W.R.A. staff in the Area but unfortunately, the Washington W.R.A. staff member sent to the Areas to promulgate the plan was entirely unrealistic and the limited funds available were inadequate to carry out his ideas. Altogether this was a very badly muddled bit of W.R.A. program but fortunately affected a small number of evacuees. These determinations were made on a case work basis, and considering the fact that most of the interviewers had only "on the job" training in this type of interviewing, commendable results were noticed.

The processing of W.R.A. Form #390, Referral of Evacuees for Resettlement Assistance, consumed a major portion of the adjustment adviser's time. This was especially true in the Chicago District as well over half of the evacuees of the entire area were concentrated in this district. Unavoidable delays were experienced in securing decisions on 390's from the considering agency. The centers found this difficult to understand. There were instances where the departure of the family on whom a 390 had been submitted was approved and the people were found to have relocated while the investigation to determine the advisability of such a relocation was still in process.

The lack of understanding of the complexities of relocation was the reason for this confusion, and as a result, good relationships between W.R.A. and the community agencies occasionally were worn thin. A fuller exchange of information might have corrected this situation as both evacuation and relocation was an unprecedented problem for the agencies and many project personnel were unfamiliar with social agency policies. In the final analysis, the agencies were realistic, although

not always happy and extended services where necessary.

In general, the types of cases referred to any agency were those where financial assistance was needed for emergency medical care, assistance during periods of unemployment or to pay transportation to return to evacuated area. There were a number of these individuals ineligible for W.R.A. transportation grants because they relocated after the exclusion order was lifted, whose fare was paid through resettlement assistance, when it seemed socially sound for the individual to return to the West Coast. Cases on a more selective basis were referred to family welfare agencies for assistance in solving personal problems, included were the unmarried pregnant woman, the maladjusted young person, and the individual needing psychiatric treatment. Cooperation from these agencies on an overall basis was excellent.

It should be noted that the ability of Travelers Aid to meet the extreme emergency never failed. It once happened that a Center requested wheel chair service for a relocatee leaving a train in Chicago. This request was relayed to Travelers Aid. When the service was provided, it developed that actually a stretcher was necessary. This may seem a minor point to make, but in a city like Chicago, where transportation facilities were already taxed to the breaking point on account of war conditions, it was imperative that requests of this type carry accurate information. Often inadequate information was given regarding train number and arrival time in station terminal when requests to meet trains were received. In a city which is a junction of heavy East and West travel, this was most important. In spite of these handicaps, Travelers Aid did a magnificent job, and no resettlers suffered undue

hardship changing trains in Chicago.

Family reunions continued at a rather even pace until V-J day. The work of the adjustment adviser in this connection was repetitious but did give emphasis to the need for relocation. Immediately following V-J day, a considerable increase in returns to Centers and to the West Coast was noted and the number of people leaving the Centers to relocate in the North Central Area decreased. Several factors contributed to bring this about. Not to be ignored was the fact that V-J occurred during unseasonably hot weather; this together with memories of a severe preceding winter led many to decide to return to the West Coast. Too, employment at least for the agricultural workers was of a different type than provided on the Coast; seasons were shorter, crops different, and in general, the warmer climate seemed better suited to farm work. Property owners naturally returned to the evacuated area and generally urged children who had relocated in the Middle West to join them. They were needed to help with the crops and the hope of re-establishing the home cannot be underestimated. Lack of social and religious meetings among the Buddhists in the smaller communities was given by some as the reason they returned to the Coast. Inasmuch as a very large percentage of the evacuees were Buddhists, this no doubt was a factor as in a locality wholly Christian there was no acceptable substitute for their religious activities. The natural desire of parents to have their children with them and concerns for matrimonial prospects were strong factors.

Toward the end of 1945 this exodus to the West Coast tapered off although it was to be expected that the continued returning of Issei

to the Coast was inevitable. They had lived in rural communities before evacuation and had found city life with congested housing unpleasant. Social life was complicated by the fact that friends were scattered and public transportation puzzling. It was felt that the ones mostly likely to remain in this area permanently were those who had married since evacuation and established homes of their own and had no ties to call them back to the Coast.

As the final date for closing the district offices was decided, it was felt necessary to again contact the agencies advise them that W.R.A. was withdrawing and to get from them assurances that the resettlers could expect the same service from them as they had received while W.R.A. acted as an intermediary. Meetings were therefore scheduled in each district and all the agencies were invited to send representatives. In addition, members of resettlers committees as well as interested citizens representing no agency or organization and resettlers themselves attended. The relocation officer in charge of the particular district in which the meeting was held explained the purpose of the gathering and then the Area Supervisor or the Area Adjustment Adviser discussed the closing of the office in that district. As a rule, comment regarding the type of problem likely to present itself followed, and it was tentatively planned which agency would handle it. In each instance without exception, the agencies agreed to give the same service that they have given in the past. It was uniformly emphasized that specialized service for the group was not expected unless it was a necessary part of complete integration; but, otherwise, here was a group of people

with the same desires and ambitions as any other group - the same problems, the sick, the aged, a group traditionally self-supporting who after experiencing evacuation might not be financially able or have the courage to relocate and start over again unless they had temporary help. This help available in each community would provide the necessary stimulus and it was felt return to normal activities would rapidly follow.

A directory listing committee chairmen and agencies which have agreed to give service and assistance was prepared by the Adjustment Adviser and given wide distribution among resettlers and agency personnel. A copy of the directory is attached. These final meetings with committees, agencies and resettler representatives were without exception reassuring and proved that efforts to acquaint communities with the new group of citizens in their midst had been effective. It is our great hope that resettlers will continue to broaden their contacts and become really part of the communities where they have resettled.

TECHNIQUES IN USE OF COMMITTEES

There are several schools of thought concerning the usefulness of committees. In the first place, therefore, an agency must decide whether or not to organize local committees in communities in which it will function. For an organization such as the WRA doing pioneer work, it seems to me that committees may be of great assistance.

It has been my experience that committees do not function well without good leadership on the part of the agency staff, but that a good committee will, in the long run, repay in sound community relationships, all the time and effort that went into its organization and guidance.

There are also several schools of thought on how to create committees and who should make up their personnel. Many administrators feel that only "Big names" should go on committees, that the chief function of the committee is to create prestige and an appearance of importance for an agency. I take the opposite point of view which is that a committee should be a working group, that it should be made up of capable, intelligent people, but not necessarily those of most importance socially or in business. I believe it should be as representative as possible and that since a small committee is usually more effective than a large one in actual operations, it will be necessary to appoint to it individuals each of whom represents in industry, labor, church and civic groups and one or two women. These people should be individuals who know and are known to a good many different kinds of people in the community and who are respected. If possible, it is well to avoid persons who have the reputation of being constantly engaged in one controversy or another as there will be controversies in connection with WRA activities which it is desirable to keep free from other controversial issues which may be current in the community.

Individuals who already have so many calls upon their time that it will be well nigh impossible for them to attend committee meetings should not be appointed. It is always a good idea to secure the cooperation of members of groups which may be expected to misunderstand or be antagonistic to the agency program. For this purpose, members of the group who are not the active leaders, but who are well thought of and whose opinion will have some value should be chosen. In this way, a clear channel of interpretation to the groups is assured.

Another important matter to consider in the use of committees is how best to keep the interest of its members and how to secure their active participation in the agency program. The best way to enlist the interest of a committee is to give it specific responsibility for carrying on the work of the agency. In the first place, the committee should know the general policies and the most important procedures and should be given information concerning the considerations upon which these policies and procedures are based and some knowledge of the objectives sought. This can be accomplished through reports and discussions of new problems as they arise and of policies inaugurated. In order to make the committee a working part of the program, members should be consulted as to how best to adapt national policies of the agencies to the local situation and how to make the agency serve local

needs. Their opinion and suggestion should be asked concerning the carrying out of important policies and changes of procedure; committee members will often make very helpful suggestions which might not have been thought of by agency staff. In this matter of adaptation to local conditions, the knowledge of the community and the perspective of committee members is most useful. The end result, of course, should be that the committee members will not only understand the agency program, but will also feel that they are a part of it. The committee as a whole will take responsibility for agency activity in the community and committee members as individuals will explain and, if necessary, defend the program and activities of the agency in countless areas which agency staff alone cannot reach.

In addition to assistance in adapting the general program to the community and giving the staff some understanding of community attitudes and customs, I think a committee should be given opportunities to carry on specific tasks which can be done better in that way than by the staff. For instance, committee members have access to a great many different groups in the community who could be invaluable in organizing hospitality and in assisting evacuees in their community integration. Housing problems can certainly be worked out more effectively through the assistance of a committee. The securing of job offers for evacuees with unusual or highly technical skills will interest committee members and they may be able to produce such offers more quickly and of a better type than could be done by a limited staff.

In the matter of family relocation, a committee with its many ramifications in the community could be very active and here, again, I think the group would be greatly interested and would become very enthusiastic.

One thing to be avoided, I think, is to use the committee only as an audience for reports of accomplishments by the staff without giving its members the satisfaction of participation and accomplishment. Members of a committee which has actively participated in a community program will be proud of the agency, will reach out and interest their friends, and in the case of a "duration" agency such as WRA, its members will carry on after the agency itself has been discontinued.

In general, committee activities should be kept in the field of policy determination, community organization and interpretation rather than in the field of actual operations. Participation by committee members, in most instances, should not be in the operation of the office nor by direct contact with evacuees although in some communities this may be desirable. Committee functions should be adapted to conditions in local communities and the needs of the evacuees.

ORIENTATION INTERVIEWS

WITH GIRLS AND WOMEN

Refer to date of arrival, ask if she is learning to find her way about town, comment on size of the city, accessibility of transportation to most parts of the town, etc.

If she came for a specific job, discuss this job a bit and ask them she plans to report. Make an appointment with the employer and tell her how to get there. Tell her to be careful to keep her appointments and to make definite arrangements with the employer for reporting or for notifying him of change in plan. Mention the fact that Chicago people are usually friendly; the city is so large that people are quite used to seeing representatives of many races and nationalities and that there has been very little discrimination here. Tell her there is no need to feel self-conscious or to hesitate to ask directions of conductors, bus drivers or others.

If she is here for placement without a specific job, discuss her previous experiences. If she has a skill such as typing, nursing or any other and wishes a job in her field, give general information about the field, and tell her that when she is ready to make application, we will show her specific job offers and make appointments for interviews with employers. Suggest that she rest and see the sights for a day or two before starting her job hunting.

If inexperienced, give information regarding the various types of jobs open for inexperienced workers and the range of wages. Stimulate questions, if necessary, and attempt to give her a sense of security in knowing the situation and conditions she may meet and point out advantages and disadvantages of the several types of jobs. Give her some basis for deciding what type of work she is most likely to succeed in and be happy in.

When ready for applications, show her several jobs in the field she has decided upon, or if undecided, representative jobs in several fields. Let her select the ones she prefers, and make several appointments for interviews. Tell the employer she is making several applications, but will let him know definitely whether she will consider the job if it is offered.

Tell her that we have told prospective employers that Japanese Americans are reliable and dependable and they have been accepted as such on our recommendation and ask her to be careful not to do anything through carelessness which will destroy that belief. Remind her that people in the middle west don't know people of Japanese ancestry; that evacuees have been made welcome by many individuals and groups and that the reputation of the group and it's success in this area will depend upon the conduct of the evacuees coming here now. Tell her that we want her to have every

opportunity to take a job for which she is fitted and where she will be happy. Suggest registration at U.S.E.S. as the agency through which almost all workers are finding jobs.

Ask her to let us know if she does not take one of the jobs referred and we will refer others. Suggest she should not discuss her plans with too many people because she will become confused and she must make up her mind for herself. She may not have the same reaction to conditions and situations as her friends have.

Tell her, if she is unskilled, that she may decide; that with the cost of living as high as it is now, she may prefer to sacrifice some independence and take a domestic job, though, if she really dislikes domestic work she should not consider it.

If she works in an office or factory, she will not be able to live in as pleasant surroundings, but she will have evenings and week-ends free. She may not have as good food, but outside of working hours, she will be independent and while at work, she will be a member of a group and will have opportunities to make friends with fellow workers. On the other hand, if she and the family in whose household she is doing domestic work like and respect each other, they will be her friends and will assure her of a good home and help in any situation which might come up where it would be needed.

If she plans to study, as many do, and needs to save money for tuition and school expenses, full time domestic work and later, part time domestic work are probably the best solution.

Tell her about payroll deductions for income tax and other purposes and discuss probably cost of rent, food, transportation and other necessities. Tell her that thousands of girls are living on the wages she can earn in an office or factory, that it is possible, but will take close figuring and careful planning. Suggest she think the possibilities over before deciding whether to take a domestic or other job. Some girls have made applications on other jobs and finally decided to go into domestic work after seeing and investigating other kinds of work and are much more likely to be happy in it than if rushed into it upon first arrival.

Allow her to look over a number of domestic job offers and be interviewed by several employers, if necessary, before making up her mind.

All this is a slow process, but I believe more likely to result in successful placement and selection than would be possible through attempting to hurry the orientation and decision of the evacuee.